GUIDING **O**BJECTIVES

Improve Public Health



Employees who are ill impact the health of the general public.

They are likely to infect colleagues, customers and other people they interact with during the work day.

Improve Employee Health & Labor Conditions



Enabling employees to take time off allows them to adequately take care of themselves and their families.

A little more than 40% of employed Minneapolis residents have no access to paid time off.

These employees are disproportionately low-wage and individuals of color.

R OADMAP TO POLICY RECOMMENDATIONS

What is the Scope of Policy?

Applies to

residents

Applies to

employees

working in

Minneapolis

Minneapolis

Applies to

Applies to

businesses

located in

Minneapolis

employees of

businesses in

Minneapolis

How is Sick/PTO Used?

For all time off (including

vacation)

Relationship

to existing

employer

Sick/PTO

public

policies?

policies and

other relevant

For sick-leave

Define eligi-

Decide what

constitutes

illness" and

if/when proof

Do employers need protection/

insurance to cover losses from

is necessary

"proof of

ble family

members

only

How is Sick/PTO Accrued?

What kind of guidance should this group provide regarding how Sick/PTO is accrued?

Questions to consider:

How have other cities set their accrual rates?

How many days must a sick worker be absent to no longer pose a public-health risk?

Should accrual be based on what businesses can afford, tenure of employess, or at a business's discretion?

If caps/requirements differ by employer sizes, how should employer size be determined (number of employees, gross earnings)? For consideration:

If complaint-driven or review-based, what kind of capacity would be needed? Can we identify "good practice" standards and/or a range of acceptable and unacceptable practice?

How is the Policy

Enforced?

bling employees to Sick/PTO mandated based on: Occupation/Industry

Occupation/ Industry (especially occupations with significant public exposure)

OR

Hours or weeks worked per quarter

Full-time or part-time status

W2 or contracted

Do existing policies adequately

I protect employees from losing their

determined of employe earnings)?

Report Due: Feb. 24, 2016

job due to illness? paying extended sick leave?

City of Minneapolis | Workplace Partnership Group